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POINTS ARISING OUT OF THE AWARD OF INDUSTRIAL TRIBUNAL,
HYDERABAD, in the dispute between Shrijrang Jute Mills Ltd.,
and their workmen

1. The implementation of the recommendations of non-statutory Wage Boards has been, in the main, obtained voluntarily and there are only very few cases of non-implementation since the wages are fixed by agreement between the Members of the Wage Board who represent all interests, viz., employers, workers, independent persons including an economist and has an eminent jurist as its Chairman. The Reports of the Wage Boards are carefully examined by the Government before they ~~are~~ are accepted by Government and through a Government resolution in the Ministry of Labour and Employment, the employers are ~~then~~ requested to implement the recommendations. The appointment of Wage Boards on a tripartite basis is done as per the directive of the Five Year Plan policies. Although there is no legal sanction behind the recommendations, since the Wage Boards are non-statutory, the implementation is secured on a voluntary basis. In extreme cases where employers default in implementation and thereby cause disturbance to industrial peace, Government had to intervene in a positive way. An instance is the case of the implementation of the First Textile Wage Board's recommendations in the textile mills in Bhiwani, which was enforced by the Punjab Government by taking powers under the Defence of India Rules.

2. The action of the Government of Andhra Pradesh in allowing the issue of implementation of the Jute Wage Board report to drag on for years, causing considerable unrest and thereafter, referring the issue as a dispute for adjudication has been a departure from the normal practices which the Government had adopted. The State Government had thereby abdicated its responsibility of securing the implementation of the Wage Board's recommendations which, after due consideration, had been accepted by Government.

3. The Industrial Tribunal in his award on the above reference by the Andhra Pradesh Government has erred in many respects while adjudicating the issue. He has gone against the very principles of industrial wage fixation and even on questions of fact. The attempt of the Industrial Tribunal to declare the Shri ~~Shri~~ Bhajrang Jute Mills as a "small Concern" is not based on any rationale and his assessment betray lack of knowledge of the industry as such, its complexities, etc.

4. In the scheme of industrial wage fixation, which with the growth of industrialisation in the country has become part of social policy, wages are no longer fixed in isolated pockets of industry but specific industries are grouped together for wage-fixation. For instance, the wage fixation in coalmining done first through a Tribunal and now before a Wage Board covers all the 900 odd collieries in India, irrespective of the number of workers employed or capital structure. Similar is the case in the iron and steel industry and the greater recourse to have Wage Boards as wage-fixing bodies shows that in presentday conditions, it is imperative that wages are nationally fixed, in order not to allow unfair advantages to units of industry flowing from unduly low wages. The Wage Boards have invariably gone into the structure of the industries concerned in a thorough manner and have taken adequate precautions so that the wage revision might not impose an undue burden on the industry as a whole and its particular units. Under this scheme of industrial wage fixation, which is a national necessity in present conditions, there can be no scope for separately examining the case of each and every unit of

the industry. On the other hand, on a scientific basis, a fair cross section of the industry is specifically examined to ascertain its capacity to pay. If each and every employer in particular units of the industry were to challenge the Wage Board recommendations on the plea that his particular case has not been specifically studied, that would be the end of the present efforts of the nation to secure implementation of a scheme of industrial wage fixation.

5. The Industrial Tribunal has not applied his mind to understand the scheme of the wage fixation done by the Jute Wage Board, and has therefore come to wrong conclusions. On the finding that the Shri Bhajrang Jute Mills is a "small concern", the Tribunal has merely quoted the loomage and that is only one of the factors. The Tribunal has compared the capital structure of the Chittivalasa Mill and the Bhajrang Mill to show that the latter is a small concern. In this connection, it may be submitted:

Firstly, there is no absolute criteria in determining the "smallness" of the concern in the case of modern organised industries. There are so many relative factors like the kind of machinery involved, kind of products manufactured and the market possibilities of the manufactured items. There are many so-called "small concerns" which secure on a small capital base a ~~maxima~~ return at a much higher rate than big concerns. Therefore, if the "smallness" of the concern is to be established as a fact, this should be done taking all these aspects into consideration and ~~not~~ merely by taking some statistics casually and give a finding on the same.

Secondly, a small unit as is commonly understood is a unit where the number of workers is something between 20 to 50 and, where the technique is so much labour-intensive, at the most two hundred to three hundred - or let us say, at the utmost, 500. In the case of Shri Bhajrang Jute Mills, it is not disputed that employment is over 1,500 - which is the normal complement in any large undertaking, be it a jute or cotton mill or an engineering factory.

Thirdly, the comparison between the capital structure between the Chittivalasa and Nellimerla Jute Mills, on the one hand, and Shri Bhajrang Mills on the other has been done in an irrational manner.

- It is said ~~that~~ in the award that "the capital of all the 3 mills is given in annexure B on page 398 of the Board's report to be Rs.78.90 lacs in 1960, while the balance-sheet of Bhajrang Jute Mills for 1960, show that its capital is Rs.12.50 lakhs only". This does not prove anything, as can be seen from the fact that the following jute mills in Bengal and elsewhere have similar capital structure but ~~are~~ have nevertheless been included in the grouping for W.Bengal as a whole and, what is more, those mills have willingly implemented the Board's recommendations.

Paid-up capital in 1960

1.Alexandra Jute Mills,Calcutta	15.00 lakhs
2.Bharat Jute Mills, Calcutta	15.00 lakhs
3.Calcutta Jute Mfg.Co. Ltd., Calcutta	13.47 lakhs
4.Maheshwari Devi Jute Mills,Ltd.Kanpur	13.19 lakhs

paid up capital in 1960

5. Mahabir Jute Mills Ltd., Sahjanwa Rs.10.78 lakhs (1958)
 6. Shri Ganesh Jute Mills Ltd., Calcutta Rs.10.00 lakhs

All these companies have been grouped together, for industrial wage fixation along with such giants in the industry as New Central Jute Mills Co. Ltd., Calcutta (capital: 2.86 crores), Meghna Mills (81.65 lakhs), Hukumchand Jute Mills (92.50 lakhs), Ganges Mfg.Co. Ltd., Calcutta (90.32 lakhs) and Birla Jute Mfg.Co. Ltd., Calcutta (capital Rs.2.15 crores and gross block Rs.7.48 crores)

If the argument of the Industrial Tribunal were to be upheld, the entire scheme of wage fixation in jute industry will have to be struck down as illegal, although none of the admittedly "small units" (as compared to giant units) have raised any objection to the payment of the wage increases recommended by the Wage Board.

Fourthly, the Tribunal has argued that out of 801 looms in three mills considered by the Wage Board in Andhra Pradesh, the loomage in Bhajrang Mills is only 12%. Loomage is not the only factor in determining the size and profit potential of a jute mill. This can be seen from the following table:

PAID-UP CAPITAL, LOOMS & SPINDLES AND PROFIT PER LOOM IN SOME JUTE MILLS

Name of unit	Paid-up capital (in Rs.lakhs)	No. of spindles	No. of looms	Profit per loom (1960)
Alexandra Jute	Rs.15.00	9,288	446	15.2
Bharat Jute	15.00	...	220	31.3
Hastings Mill	65.00	6,440	1078	11.4
Nellimarla Jute	31.25	9,704	316	1.3
Shree Bajrang	12.50	4,860	120	1.1

(Source: INVESTOR'S HANDBOOK OF INDIA, 1961)

The net profit for the year 1961 in Shree Bajrang Mills was Rs.1,08,873. If this calculated per loom, this would work out to over Rs.900 which is not at all a low rate of profit.

Fifthly, the capacity of the unit has to be determined on the basis of verified balance-sheets accepted as true by income-tax authorities. In the case of the Bhajrang Jute Mills, income-tax assessment is pending since 1958 and there is reason to assume that large-scale concealed income exists outside the admitted ~~tax~~ statement of accounts. The Industrial Tribunal, however, had sought the support for his arguments on management's claims and has quoted from the company's balance sheet for 1960, which has not been accepted as true by the income-tax authorities.

SOME ADDITIONAL POINTS

1. The reference to case law quoted in the Award (French Motor Car Co., Novex, etc.) is not strictly valid in this case since the concerns were really not of appreciable size and not in any case employing 1500 workers as the Bhajrang jute mills.

2. In conciliation proceedings before the Labour Commissioner, Andhra Pradesh, prior to the reference of the dispute to adjudication, the mill management had taken the position that they can agree to implement the Wage Board's recommendations in full by 1968. This means that the management, in fact, wanted a longer phasing than what was recommended by the Wage Board. To quote from the proceedings of the joint meeting held at Guntur on 28-2-64, in the presence of the Labour Commissioner, Andhra Pradesh:

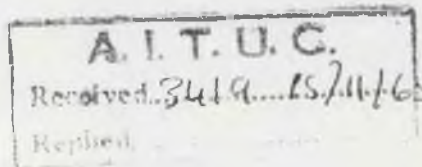
"After some discussion, the issue of workload revision was related to the last and other issues were taken up for discussion. The management advanced the following proposals for consideration by the union:

1. Minimum increase of Rs.4.91 with a minimum wage of Rs.62.40 per month from 1.3.1964;
2. The quantum of increase in the basic wages to take effect in the following phases:-

January 1965	-	Rs.65
January 1966	-	Rs.67.70
January 1967	-	Rs.70.20
January 1968	-	Rs.81."

Rs.81 is the minimum wage recommended by the Wage Board.

3. The management of the Bhajrang Mills has already gone in for considerable expansion of the mills and machinery worth Rs.23 lakhs approximately is being erected. From this it is clear that the management's alleged incapacity to raise resources is unfounded, and this is proof that the company is fully capable of taking a competitive position with other units of the industry. Evidently, it follows that the wages prevailing in other units of the industry should be paid by the company and not take advantage of low wages to outwit its competitors.



10th November 1965.

From
J. Satyanarayana
Secretary A.P.T.U.C
C/o Visalaandhra
V I J A Y A W A D A - 4.

To
Com. Satish Loomba
Secretary A.I.T.U.C.
N E W D E L H I.

Dear Comrade,

I have come to know that the membership of the Administrative committee of the Food and Tobacco International is vacant.

On the Food front we have got very small unions of Hotels and restuarents in the country.

But in Tobacco industry we in Andhra have got unions with a membership of about 40,000 in the A.I.T.U.C. So naturally we must get the membership with T.U.I.

I am the chief Vice - President of the Indian Leaf Tobacco Development Company Workers Union, Guntur (A.P.I. L.T.D.Co. Workers Union) with a membership of about 10,000. The President K. L. Narasimham is in jail as you know.

I therefore request you to nominate me for the membership of the Administrative Committee of the T.U.I.

Please consult Comrade Dange and do the needful for my nomination. I must get this chance under any circumstances.

Awaiting your reply.

With Greetings,

J. Satyanarayana
10.11.65

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SA
11.11

PHONES :
President's 34137
Gen. Secy : 34559

ఆంధ్ర ప్రదేశ్ ప్రజా సంఘాల కార్యకర్తల సంఘం కార్యకర్తల సంఘం
Andhra Pradesh Trade Union Congress

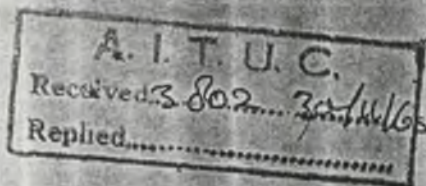
101, Jawaharnagar,
HYDERABAD-20, A.P.

(STATE COMMITTEE OF ALL INDIA TRADE UNION CONGRESS)

President : K. L. Narasimham

General Secretary : N. Satyanarayana Reddy

24th November 1965.



To
The General Secretary,
All-India Trade Union Congress,
5-E, Jhandewalan,
Rani Jhansi Road, New Delhi.

Dear Comrade,

Recently the Conference of the Trade Unions International of Food, Tobacco and Beverages Industries and Hotel, Cafe and Restaurant Workers was held at Prague.

The conference elected the Administrative Committee keeping the Indian seat vacant.

The A-I.T.U.C. has to nominate a representative to this Committee from among the leaders belonging to the group of trade unions covered by this International.

The largest number of affiliated unions as well as membership in this group of industries, particularly tobacco, belongs to Andhra Pradesh.

The I.L.T.D., The B.I.T., The N.T.C. - the biggest foreign and Indian tobacco companies - are located in Andhra. And the workers of these companies are organised and affiliated to A-I.T.U.C. About 30 other tobacco companies' workers have been organised under the banner of the 'Guntur Pattana Pegak Karmika Sangham'. These trade unions enjoy the confidence and support of over 45,000 tobacco workers. Andhra Pradesh is the biggest tobacco growing state in the country.

We have quite a few well-organised trade unions belonging to Food and Hotel industries.

Therefore, it is proper and advisable to choose one of the leaders of this movement from our state to represent in the Administrative Committee. There are quite a few leaders of these particular trades who are quite competent to undertake the responsibility and represent the country.

Moreover, on none of the International T.U.Cs. this state is represented.

Therefore, we propose that the Administrative Committee membership of this T.U.I. be allotted to Andhra Pradesh.

On hearing from you, we shall propose a most suitable comrade after consulting the comrades belonging to these trades and A.P.T.U.C. working committee members.

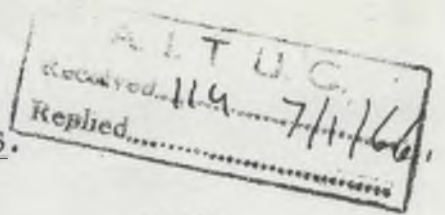
With Greetings,

Yours fraternally,

S. N. Reddy
(N. Satyanarayana Reddy)
General Secretary.

S. N. Reddy
1.12.

125
ANDHRA PRADESH TRADE UNION CONGRESS.



FOR IMMEDIATE ATTENTION

O R

ALL THE WORKING COMMITTEE MEMBERS &
ALL THE AFFILIATED UNIONS.

* ALL UNIONS TO CARRY ON CAMPAIGN *
* ON ALL THESE ISSUES. *

Dear Comrades,

We have bid farewell to the year 1965. We are already in 1966. The problems of the past are staring at the face of the present and the future.

The uneasy cease-fire continues at the borders. Thanks to Pakistani and Chinese adventurist policies, the mounted guns continue to stare each other across the India-China and India-Pakistan borders. Search for peace is continuing. Tashkent meet is a ray of hope for peace and as well as for settlement of our disputes with our neighbours.

Thanks to the reactionary and anti-people policies of our Government, we are entering into New Year with aggravated economic miseries. Deepening economic and political crises are staring at the face of 1966.

We are fully conscious that the national defence and protection of democratic and trade union rights and people's livelihood are closely inter-related and inseparably bound.

We as a class organisation, and responsible as our class is, have to take bold initiative in mobilising all trade unions, workers and all sections of the people in fulfillment of these twin national tasks of utmost importance.

Our main task and the direction of our movement are underlined hereunder, which may help you to draw programmes of actions for the future.

HOLD ALL PARTY CONVENTIONS.

CONTACT ALL TRADE UNIONS AND ALL POLITICAL PARTIES FOR HOLDING JOINT CONVENTIONS AND RALLIES:

1. D E F E N C E.

- F O R
- (a) Making every possible contribution to defend the territorial integrity, national honour and independence of our motherland;
 - (b) Making every possible endeavour to secure a peaceful settlement of the disputes with Pakistan and China, keeping our country's honour and integrity in view; and
 - (c) Welcoming Tashkent meeting between India and Pakistan, and campaign for a similar direct talk between India and China.

2. INTRODUCTION OF

* ALL UNIONS TO CARRY ON CAMPAIGN *
* ON ALL THESE ISSUES. *

2. INTRODUCTION OF RATIONING.

- F O R
- (a) Introduction of statutory rationing in all towns and villages immediately, and opening of ration shops at the rate of one for every 500 families;
 - (b) Supplying 16 oz. of foodgrains and all essential commodities through Ration Shops at the 1964 April prices;
 - (c) Opening of Fair Price Shops or Consumers' cooperatives in the factories by the employers or with full financial assistance and grants by the employers, as the case may be;
 - (d) Appointing broad-based Advisory Committees at all levels to supervise the introduction of rationing and proper supply to the consumers;
 - (e) Monopoly procurement of foodgrains at reasonable prices and Nationalisation of Banks; and
 - (f) Carrying out rational land reforms and distribution of Banjar lands to landless tillers.

3. INTERIM RELIEF.

- F O R
- (a) Grant of immediate second interim relief to
 - 1) all State Government employees including teachers and work-charged workers (The Pay Commission is yet to submit its Report); and
 - 2) cement factory workers. (The Second Wage Board is now recording the evidence). The Interim Relief granted to these employees was too inadequate and the increase in prices has already wiped it off.
 - (b) Grant of immediate interim relief to
 - 1) all sugar workers including farm workers;
 - 2) all textile workers;
 - 3) all engineering workers; and
 - 4) all chemical and fertilizers workers.

(THE WAGE BOARDS FOR THESE INDUSTRIES ARE STILL CONSIDERING THE PAYMENT OF INTERIM RELIEF.)

4. DEARNESS ALLOWANCE TO SCHEDULED EMPLOYMENTS.

- F O R
- (a) Immediate grant of dearness allowance equal to 25% of the present wages to all the workers covered by the Minimum Wages Act, viz.,

1) Printing Presses,	2) Rice, Flour & Dhal Mills,
3) Salt Pans,	4) Woollen carpet making & shawl weaving,
5) Oil Mills,	7) Tobacco (including beedi making) manufactory,
6) Metal Foundries,	
8) Local Authorities,	10) Stone breaking or stone crushing,
9) Mica Works,	12) Tanneries & Leather manufactory,
11) Public Motor Transport	14) Hotels, Restaurants & eating Houses,
13) Automobile Engineering	16) Agricultural Labour, and
15) Cinemas,	
17) Construction or maintenance of roads or building operations.	

Pending fixation or revision of minimum wages by the Committees which are now being appointed.

(THIS ISSUE HAS ALREADY BEEN RAISED IN THE STATE MINIMUM WAGES ADVISORY BOARD, AND A SUB-COMMITTEE HAS BEEN APPOINTED WHICH IS NOW CONSIDERING THE GRANT OF D.A. THE MINIMUM WAGES COMMITTEES GENERALLY TAKE AN YEAR OR SO FOR MAKING RECOMMENDATIONS, AND THE GOVERNMENT TAKES ABOUT SIX MONTHS TO NOTIFY ITS FINAL DECISIONS.)

(b) Linking the D.A...

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- (b) Linking the D.A. with cost of living index in order to fully neutralise the rise in prices.

(THE TRIPARTITE CONFERENCES HAVE AGREED TO, IN PRINCIPLE, FOR INTRODUCING LINKING OF D.A. WITH COST OF LIVING INDEX PROGRESSIVELY. BUT THE CENTRAL AND STATE GOVERNMENTS ARE WITTLING IT DOWN IN PRACTICE.)

5. PUBLICATION OF REPORTS.

- F O R
- (a) Immediate publication of Cost of Living Index Enquiry Committee Report; and
 - (b) Immediate publication of Contract Labour Enquiry Committee Report. (GOVERNMENT PROMISED IN THE STATE LABOUR ADVISORY BOARD IN SEPTEMBER TO PUBLISH THESE REPORTS WITHIN A FORTNIGHT, BUT NOT YET PUBLISHED.)

6. B O N U S.

- F O R
- (a) Payment of rational Bonus in all industries and establishments without exception; and
 - (b) Payment of minimum bonus as an advance pending settlement.
- (WE HAVE TO NOTE THAT THE CENTRAL GOVERNMENT HAS INSTRUCTED ALL PUBLIC SECTOR UNDERTAKINGS TO PAY BONUS WHETHER THE LAW IS APPLICABLE TO THEM OR NOT. THEY HAVE ALSO ASKED THE STATE GOVERNMENTS TO EXTEND THIS BENEFIT TO THE STATE PUBLIC SECTOR UNDERTAKINGS.)

7. POWER CUT, CLOSURES AND RETRENCHMENTS.

- F O R
- (a) Restoration of 20% power cut to industries and preventing proposed additional 10% cut;
 - (b) Reinstating the retrenched and laid-off workers in all industries; and
 - (c) Reopening of the closed Sections or Shifts or Factories.

8. DEMOCRATIC AND TRADE UNION RIGHTS.

- F O R
- (a) Scrapping of Defence of India Rules and National Emergency;
 - (b) Release of all political and trade union detenus; and
 - (c) Protection of democratic and trade union rights and civil liberties.

FOR THE FULFILLMENT ...

* ALL UNIONS TO CARRY ON CAMPAIGN *
* ON ALL THESE ISSUES. *

* ALL UNIONS TO CARRY ON CAMPAIGN*
* ON ALL THESE ISSUES. *

FOR THE FULFILLMENT OF THESE DEMANDS :

- Activise Sangram Samitis everywhere;
- Organise Conventions of all the trade unions, political parties, and mass organisations;
- Mobilise all sections of people by holding general bodies, mass meetings and joint rallies with all Parties and Trade Unions on these demands, and against the anti-people policies of the Government; and
- Carry on the struggles in appropriate manner, including Strikes, wherever necessary and possible.

UNDAUNTED BY THREATS HELD OUT AND UNDETERRED BY THE VILIFICATION CAMPAIGN CARRIED ON BY SRI NANDA AND OTHERS AGAINST THE JUST DEMANDS AND AGITATIONS, WE HAVE TO MOBILISE ALL SECTIONS OF PEOPLE AND WAGE STRUGGLES WHEN NECESSARY IN FULFILLMENT OF THESE NATIONAL TASKS.

UNITE ALL WORKERS !

MOBILISE ALL PEOPLE !!

BUILD UNITED ACTIONS

IN

DEFENCE OF THE COUNTRY AND THE PEOPLE

AND

AGAINST THE ANTI-PEOPLE POLICIES OF THE GOVERNMENT !!!

LET US MARCH AHEAD IN 1966 !!!!!

LET US STRUGGLE AND WIN NEW DEMANDS !!!!!

WITH NEW YEAR GREETINGS

Yours fraternally,

(N. S. TY. NARAYAN REDDY)
General Secretary.

1st JANUARY 1966.
100, Jawaharnagar,
Hyderabad-20, A.P.

NOTE : ALL THE UNIONS OR THE AREA OR DISTRICT TRADE UNION COUNCILS ARE, HEREBY, REQUESTED TO ISSUE LEAFLETS EXPLAINING OUR APPROACH AND DEMANDS ON THE BASIS OF THIS CIRCULAR. WHEREVER POSSIBLE, SUCH LEAFLETS SHOULD BE ISSUED THROUGH SANGRAM SAMITIS OR ANY OTHER BROAD-BASED COMMITTEES.

Handwritten notes and initials: 'Sf', 'f', 'ng', '5/11'

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ANDHRA PRADESH TRADE UNION CONGRESS.

TO
ALL THE AFFILIATED UNIONS.

A. I. T. U. C.	
Received..	WA 2 2/2/66
Replied.....	

Dear Comrades,

FOURTH ANNUAL CONFERENCE NOTICE.

Fourth

Kindly take notice that the Annual Conference of the Andhra Pradesh Trade Union Congress will be held from 24th to 27th of March 1966 at Visakhapatnam.

AGENDA OF THE CONFERENCE.

The following is the Agenda subject to confirmation and modification by the ensuing Working Committee as well as the Conference :

1. Adoption of a Review Report and the Statement of Accounts.
2. Labour policy of the Government } 2(a) Abolition of Contract labour
3. Review of the Central and State Third Five Year Plans, and to } system-delay in publication of Reprt.
decide our approach to the Fourth Five Year Plan.
4. Problems of food, rationing, prices, and working of Fair Price Shops and Consumers' Cooperatives.
5. Our approach to Wage Boards and Minimum Wage Committees and our tasks.
6. Resolutions on the problems of various industries and workers.
7. The power-cut, its consequences and our tasks.
8. Wages, Dearness Allowance and its linking with cost of living index, and publication of Index Committee Report.
9. Bonus Act - subsequent decisions of the Government, their implications in Andhra Pradesh, and payment of bonus in all industries.
10. The Pay Commission - delay in submission of its Report and payment of second interim relief.
11. Tashkent Declaration and our tasks to secure negotiated settlements of of all our border and other disputes with our neighbours.
12. Scrapping of National Emergency and D.I.R., and release of all political and trade union detenus.
13. The organisational matters relating to A.P.T.U.C. and our affiliated Unions, and their functioning.
14. Trade Union unity and our tasks.
15. Election of :
 - i) Office Bearers;
 - ii) Working Committee Members; and
 - iii) General Council Members.
16. Any other item.

ELECTION OF DELEGATES TO THIS CONFERENCE : The delegates to this Conference will be elected by the affiliated unions on the same basis which governed the election of delegates to the last Conference.

PAYMENT OF AFFILIATION DUES : All the unions have to clear all their affiliation dues from 1960 to the end of March, 1966. No Union which is in arrears for any period will be permitted to participate in the Conference. The delegates cards will be issued only on production of the receipts issued by the A-I.T.U.C. for full payment of affiliation fee for the above referred period. Duly affiliated unions can only send their delegates to this Conference.

(P.T.O.)

7/65 3.2

ARRANGEMENTS AT VISAKHAPATNAM : A broad-based Reception Committee has been formed with Com.Y.Vijayakumar as Chairman and Com.M.Bhadramurthy Sharma as Secretary. All possible arrangements to provide maximum possible comforts to the delegates are being undertaken. The Reception Committee is making every endeavour to provide free accommodation. The meals will be provided in various hotels on concession rates. Each delegate has to pay Rs.3/- as delegation fee.

WORKING COMMITTEE MEETING : It is hereby notified that the Working Committee of the A.P.T.U.C. will meet on 23rd March 1966 at Vizag from 11 A.M. to consider the Agenda of the Conference and evolve procedures for conducting the Conference, besides fixing the various industry-wise groups.

INDUSTRY-WISE GROUP MEETINGS : During the course of the Congress, in order to discuss the specialised problems of various industries, industry-wise group meetings will be held. A day is being earmarked for this purpose.

MEETING OF WORKERS COVERED BY MINIMUM WAGES ACT : With a view to consider various problems, particularly immediate payment of dearness allowance equivalent to 25% of the present wages pending the revision of wages, a meeting of the representatives of trade unions whose employments are covered under the Minimum Wages Act will be held during the course of the Conference.

PROGRAMME OF THE CONFERENCE : A separate circular will follow giving full details of the programme of the conference, industry-wise meetings, meeting of the workers covered by the Minimum Wages Act, and Open Session, and as well as the arrangements for the delegates.

INVITE ALL OTHER UNIONS TO ATTEND OUR CONFERENCE : The Working Committee Members and all the affiliated unions are, hereby, requested to approach all the independent unions and the unions affiliated to other centres to send their representatives to participate in our Conference as Observers. Kindly send us their addresses, so that we can send them our invitations.

With greetings,

Yours fraternally,

(N.Satyanarayan Reddy)
General Secretary.

100, Jawaharnagar,
Hyderabad-20, A.P.
29th January 1966.

- *****
- * - SEND MAXIMUM NUMBER OF DELEGATES TO THE CONFERENCE. *
 - * - INVITE OBSERVERS FROM INDEPENDENT UNIONS AND THE *
 - * UNIONS AFFILIATED TO OTHER CENTRES IN YOUR AREA *
 - * TO PARTICIPATE IN OUR CONFERENCE. *
 - * - FORWARD TO THE CONFERENCE OF THE PREMIERE AND THE *
 - * MILITANT TRADE UNION ORGANISATION OF THE WORKING *
 - * CLASS IN THE STATE. *
- *****

ఆంధ్ర ప్రదేశ్ ట్రేడ్ యూనియన్ కాంగ్రెస్

Andhra Pradesh Trade Union Congress

101, Jawaharnagar,
HYDERABAD-20, A. P.

PHONES :
Office : 32473
President : 34137
Gl. Secy : 34559

(STATE COMMITTEE OF ALL INDIA TRADE UNION CONGRESS)

48

President : K. L. Narasimham

General Secretary : N. Satyanarayana Reddy

5rd February 1966.

1975

A. I. T. U. C.
Received... 5-32... 8/2/66
Replied.....

Dear Comrade Dange,

The Fourth Conference of the Andhra Pradesh Trade Union Congress is now scheduled to be held from 24th to 27th March 1966 at Visakhapatnam.

The APTUC Working Committee and the broad-based Reception Committee, which has been formed at Vizag, are very anxious for your participation in our Conference.

You know that Vizag is one of the growing important industrial centres in Andhra Pradesh. The APTUC has emerged in this centre as a powerful force. Your personal advice and direction at the Guntur Conference has immensely helped to develop powerful trade union movement in Vizag. It is at this Centre that the APTUC is holding its Conference. Your visit to this centre and participation in the APTUC conference is felt by all of us as an imperative need.

Therefore, you are very strongly requested to accept our invitation to inaugurate the Conference.


A slight change in date is possible, if the dates fixed are not convenient to you.

Daily Air-Service is now available to Vizag both from Hyderabad and as well as from Calcutta. If it is not possible for you to stay for the whole duration of the conference, it would be enough if you attend the conference for a day.

Your early acceptance of invitation and confirmation of date will facilitate us to go ahead with the preparations of the conference.

With greetings,

Yours fraternally,


(N. Satyanarayan Reddy)
General Secretary.

2/2/66

ఆంధ్ర ప్రదేశ్ ట్రేడ్ యూనియన్ కాంగ్రెస్
Andhra Pradesh Trade Union Congress

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PHONES :
Office : 32473
President : 34137
Gl. Secy : 34559

101, Jawaharnagar,
HYDERABAD-20, A. P.

(STATE COMMITTEE OF ALL INDIA TRADE UNION CONGRESS)

President : K. L. Narasimham

General Secretary : N. Satyanarayana Reddy

February 17, 1966.

EXPRESS
De Livery

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U. C.
Received 21/2/66
Replied.....

Dear Comrade Dange,

I have a letter from Com. Nanduri Prasada Rao, the Acting Secretary, Andhra Pradesh Committee of C.P.I. (Marxist). I have received this letter on 15th instant.

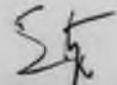
He proposes to send substitutes to attend the A-I.T.U.C. General Council meeting in place of Coms. K.L. Narasimham, G.S. Balaji Dass, and Parsa Satyanarayana, who are now in detention.

It is desirable that in view of the exigencies of the situation the substitutes be allowed to participate in the Council. If the A-I.T.U.C.-Constitution and conventions do not permit substitutes, they may be allowed to participate as observers or invitees, so that they may express their views, which may help to reach discussed conclusions.

With greetings,

Com. S. A. Dange,
General Secretary,
A-I.T.U.C.,
NEW DELHI.

Yours fraternally,


(N. Satyanarayana Reddy)
General Secretary.

Handwritten notes and signatures at the bottom of the page, including "S.A. Dange" and "N.S. Reddy".

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THE VISAKHAPATNAM HARBOUR & PORT WORKERS UNION
(Founded: 1936, Regd. No. 65)
Harbour Approach Road, Visakhapatnam.1.

Affiliated to the All India Trade Union Congress & the Port, Dock & Waterfront Workers Federation of India.

...

No. Dt. | -2-1966.

- To
- 1) The Hon'ble Minister for Transport & Aviation,
Government of India, New Delhi.
 - 2) Hon'ble Minister for Labour & Employment,
Government of India, New Delhi.

...

Dear Sir,

I have the honour to bring to your kind notice that the extended Meeting of the Working Committee of the Visakhapatnam Harbour & Port Workers Union was held in response to the call of the Port, Dock & Waterfront Workers Federation of India, to observe February 28th as protest day.

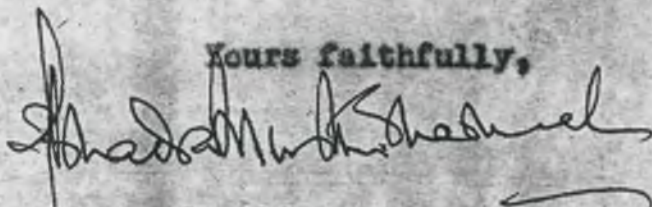
It is resolved to endorse the demands made in the statement of the Port, Dock & Waterfront Workers Federation of India made at its Working Committee Meeting held recently at Delhi (February 68, 15th to 18th) viz:

1. An integrated system of administration of the Port Trusts and Dock Labour Boards under a single governmental authority;
2. Scrapping of elaborate schemes of mechanisation, and reliance primarily on trained manpower to handle Port traffic;
3. Immediate declaration of a second instalment of interim relief from the Wage Board, which should not be less than 25 percent of the Wages.
4. Recognition of the Port, Dock & Waterfront Workers' Federation and its affiliated unions;
5. Decasualisation of all temporary and casual categories of Port & Dock labour; and immediate settlement of the strike of 'B' Category shore workers of Calcutta;
6. Pending the decisions of the Wage Boards, administrative steps for removing the outstanding grievances of permanent 'A' Category workers with special references to piece-rates, work loads, under manning etc., providing higher incentives;
7. Abolition of the stevedore system;
8. Bonus for all workers, provision of adequate housing and medical facilities; improved safety measures at the work place;
9. Proper facilities for training of workers to perform various types of specialised jobs;
10. Grant of adequate dearness and other allowances to compensate for the high cost of living and to plug erosion of real wages;

While wholeheartedly supporting the just cause of the 3,200 'B' Category workers of Calcutta Port who are on strike since 24-12-1965 for permanency and incidental benefits, we would request you that this issue, which is agitating the minds of all similar categories of workers casual and temporary in all the 7 Major Ports in India be settled amicably through negotiations by your immediate intervention and not to allow procrastination, litigation and consequent frustration which @ have to be avoided in view of maintaining industrial harmony in the Ports of India today which are charged with the national responsibility of the quickest turn-round possible to clear food and other ships. We earnestly hope that this will receive your immediate attention and necessary action.

Thanking you,

Yours faithfully,



General Secretary,
The Visakhapatnam Harbour and
Port Workers' Union,

Copy to:

- 1) Chairman, Calcutta Port Commissioners,
Calcutta.
- 2) Port, Dock & Waterfront Workers Federation of India,
Madras.
- ✓ 3) All India Trade Union Congress, New Delhi.
- 4) All other affiliated Unions of our Federation.

We had sent Rs 100/-
as donation to strike fund
of Calcutta.
\$

PIGGS HAND-OUT:

6th March 1966.

Over three and a half lakh N.C.O.s, Teachers, and Class IV employees, and 55,000 employees of the state government industrial undertakings and establishments including R.T.C., Electricity, Water Works, Press and Hospitals, have rightly rejected the arbitrary offer of the state government to increase in D.A. and have decided to observe ONE-Day Token Strike on 28th of March.

It is atrocious to subject the government employees perpetually to the aggravated economic misery. The state government employees' demand to raise their dearness allowance to the level of Central government employees is rational and fully justified.

The Andhra Pradesh Trade Union Congress and the Confederation of Central Government Employees have already directed their respective affiliated unions in the state to organize solidarity actions, demonstrations and mass rallies on 28th March, to extend their unstinted support to the struggle of all the sections of the state government employees.

We are sure the mighty and united action against the anti-people and anti-labour policies of the govt state government will receive full support from all sections of the people and workers.

DEARNESS ALLOWANCE TO THE WORKERS COVERED UNDER THE MINIMUM WAGES ACT The Andhra Pradesh Trade Union Congress has persistently been demanding immediate grant of dearness allowance equal to 25% of the present wages to all the workers in 18 Scheduled Industries and employments covered under by the Minimum Wages Act, i.e.: 1) Printing Presses, 2) Rice, Flour & Dhal Mills, 3) Salt Pans, 4) Woollen carpet making and shawl weaving, 5) Oil Mills, 6) Metal Foundries, 7) Tobacco (including beedi making) manufactory, 8) Local Authorities, 9) Mica Works, 10) Stone breaking or stone crushing, 11) Public Motor Transport, 12) Tanneries & Leather manufactory, 13) Automobile Engineering, 14) Hotels, Restaurants & Eating Houses, 15) Cinemas, 16) Agricultural labour, 17) Construction or maintenance of roads or building operations.

In these industries lakhs of workers are paid wages less than Rs.2/- per day. The government have agreed to get their wages revised and are appointing Minimum Wage Committees for 14 industries. The final notification of the revised wages on the basis of recommendations of these committees will easily take an year or more. Pending the revision of wages for these employees, they are justly agitating for the payment of dearness allowance equal to 25% of their present wages.

INDEX ENQUIRY COMMITTEE REPORT : The state government is keeping still sit tight over the Index Enquiry Committee Report, acting against its own promise to publish it within a fortnight at the state Labour Advisory Board meeting held in September 1965. The result is that the prices are soaring too high and the government's fraudulent index is reflecting this rise in at least. Thus all the wage-earners are denied a proper rise in their D.A., & hence their wages are depressed. The managements are thus allowed to pass this denied D.A. in shape of profits.

CONTRACT LABOUR ABOLITION COMMITTEE REPORT : The Contract Labour Abolition Committee was appointed 2 years ago, recognising the need to regularise the working conditions and to free the thousands of contract labourers in various factories from the perennial exploitations. It is distressing to note that the government is withholding the publication of the Report for the last

The Trade Union movement, as a whole, has been urging upon the government the publication of these Reports and their proper implementation.

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CLOSURES, LAY-OFFS AND POWER CUT: Closures and lock-outs of the mills and factories, wholly or partly, and retrenchments and lay-offs of workers are on an increase.

Jairamas Iron & Steel Works in Hyderabad City, an undertaking registered as defence requirement, is under closure for the last five months.

Guntakal Co-operative Spinning Mills has declared lock-out and Chirala Co-op. Spinning Mills had declared a closure a fortnight ago. Managements of these mills refused to pay the bonus even as required under the Payment of Bonus Act.

It may be strange but true that the R.T.C. is yet to accept the payment of this statutory bonus as their obligation.

~~By the way, the D.B.R. Mills in city is laying off the workers two days in every week. Several mills and factories in the city have closed down shifts or sections rendering several workers under-employed or unemployed. This is a consequence of the 30% power-cut.~~ The D.B.R. Mills in city is laying off the workers two days in every week. Several mills and factories in the city have closed down shifts or sections rendering several workers under-employed or unemployed. This is a consequence of the 30% power-cut.

I.N.T.U.C. ROWDYISM :

The Singareni Collieries are expanding more in Bellampally and Ramagundam areas. Some pits at Kothagulam are closed down and some are working with depleted strength. The workers are being transferred from Kothagulam, where pits are closed, to new expanding areas in Ramagundam or Rasakrishnapuram.

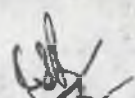
The Recognised union ~~introduces~~ the coal industry, i.e. the Singareni Collieries Workers' Union of All-India Trade Union Congress, and the Tandur Coalmines Labour Union, a locally recognised INTUC-Union, are in agreement with this policy of expansion and affecting necessary transfers. Workers are willingly accepting such unavoidable transfers.

But the rowdies organised under the leadership of Sanjiva Reddy's splinter union way-laid and badly beat the first batch of 46 workers who on transfer reported to duty at the Agent's office at Rasakrishnapuram. Now all the workers are staying at Collieries' Office under the protection of police. The rowdies are still at large.

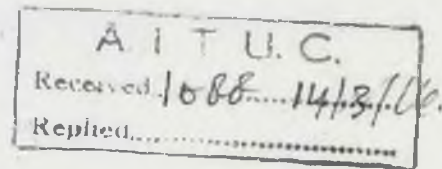
The management of Praga Tools finding continuous non-cooperation and sabotaging activities of 17 workers in the Foundry section belonging to Sanjiva Reddy's rival splinter union, transferred them to other sections protecting their wages and emoluments at the time of transfer. The INTUC Union organised hunger strikes against these transfers. Finding absolutely no response from the workers of Praga, Sanjiva Reddy and Ramaswamy organised rowdyism and assaulted several workers and prevented officers from entering factory. Police has launched cases against the rowdies. The Labour Minister in order to extend his continued out of the way patronage to I.N.T.U.C. referred the so-called dispute of transfers to the adjudication. Rowdyism is continuing, but the police has become totally ineffective to prevent them. Last night at 11 o'clock, the rowdies waylaid and beat the second shift workers. The object of the rowdyism is ~~to~~ to prevent the workers from resuming duty and thus paralyse the working of the factory.

The INTUC is organising similar rowdyism against the workers of H.M.T., Bharath Heavy Electricals, and Synthetic Drugs, who are unwilling to join the INTUC-Union. Sanjiva Reddy's rowdies have assaulted the workers following G.Venkat Swamy at D.B.R.Mills, where Sanjiva Reddy's Union lost miserably in verification. G.Venkat Swamy's Union which had secured a thumping majority is not being recognised.

Sanjiva Reddy group of INTUC is becoming a gang of rowdies, and professional goons under the patronage of some of the ministers. These rowdy activities are being financed by the Birla managed companies in A.P., particularly the Allwyn and Asbestos in the city.


(N. Satyanarayana Reddy)
General Secretary.

To
ALL THE AFFILIATED UNIONS &
THE A.P.T.U.C.-WORKING COMMITTEE MEMBERS.



FOURTH CONFERENCE OF THE A.P.T.U.C.
WILL BE HELD FROM 14th TO 17th APRIL 1966,
AT VISAKHAPATNAM,

Dear Comrades,

Your kind attention is invited to our Notice of 29th January 1966 convening the Fourth Conference of the A.P.T.U.C. from 24th to 27th March 1966 at Visakhapatnam.

Meanwhile, the three and a half lakh state government employees and 55,000 workers of the Industrial Undertakings of the State Government have decided to launch "ONE-DAY TOKEN STRIKE" on 28th March 1966. The Confederation of Central Government Employees has called upon all its affiliated organisations to organise solidarity demonstrations and rallies to support the demands and action of all sections of the state government employees on the same day. All the A.P.T.U.C., H.M.S., and H.M.P. affiliated unions will also organise similar demonstrations. Both the groups in I.N.T.U.C. have publicly expressed to fully co-operate with the strike. These are the most serious and significant developments in the trade union movement. The organised working class in the state as a whole is expected to be in action on 28th March.

In these circumstances and in order to facilitate the leadership of A.P.T.U.C. affiliated unions to organise united and powerful solidarity action by remaining at their respective centres, the A.P.T.U.C. Conference has been postponed.

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Kindly take note that the Conference will now be held from 14th to 17th April, 1966 at Visakhapatnam. The agenda has already been circulated.

ANDHRA PRADESH TRADE UNION CONGRESS HEREBY CALLS UPON
ALL THE TRADE UNIONS TO ORGANISE POWERFUL SOLIDARITY
DEMONSTRATIONS AND RALLIES IN SUPPORT OF THE ACTION
AND DEMANDS OF THE STATE GOVERNMENT EMPLOYEES
ON 28TH MARCH 1966.

DRAFT PROGRAMME OF THE CONFERENCE : The following is the tentative draft programme of the Conference :

- On 14-4-1966 .. at 10.00 A.M. .. The Conference commences with
Flag Hoisting.
1) Inaugural Address, 2) Presidential Address,
3) Messages & Greetings, 4) Submission of
General Secretary's Report and Statement of
Accounts, 5) Discussions on the Report.
- On 15-4-1966 .. - Discussions and adoption of the Report;
- Resolutions on various items of the Agenda;
- from 8.00 P.M. meeting of the Public Sector
trade unions' representatives.
- On 16-4-1966 .. - from 9 A.M. to 5 P.M. Industry-wise meetings;
- from 6 P.M. to 9 P.M. Meeting of the representatives
of trade unions of industries and employments
covered by the Minimum Wages Act.
- On 17-4-1966 .. - Resolutions on the decisions of various industry-
wise Group Meetings;
- Other Resolutions;
- Elections - Office Bearers, Working Committee Members,
and General Council Members;
- OPEN SESSION.

P.T.O.

WORKING COMMITTEE MEETING : The Working Committee of the A.P.T.U.C. which was convened to meet on 23rd March will now meet on 13th April 1966 at 11 a.m. at Visakhapatnam. All the working committee members of A.P.T.U.C. are requested to take note and attend the meeting.

BASIS FOR THE ELECTION OF DELEGATES : The delegates will be elected by every Affiliated Union on the following basis :-

- One delegate if its membership is 50 or below;
- Two delegates if its membership is upto 100 but above 50;
- Thereafter one delegate for every 100 upto 1,500;
- Thereafter one delegate for every 250 upto 3,000;
- Thereafter one delegate for every 500 upto 10,000; and
- Thereafter one delegate for every 1,000 members.

THE FOLLOWING EXAMPLES WILL EXPLAIN THE BASIS OF ELECTIONS :

A Union with a membership of 50 (or below)	shall elect : 1 delegate.
A Union with a membership of 51 to 100	shall elect : 2 delegates.
A Union with a membership of 1,500	shall elect : 16 delegates.
A Union with a membership of 3,000	shall elect : 22 delegates.
A Union with a membership of 10,000	shall elect : 36 delegates.
A Union with a membership of 15,000	shall elect : 41 delegates.

(NOTE: IT SHOULD BE NOTED THAT ACCORDING TO OUR CONSTITUTION THE WORKING COMMITTEE MEMBERS OF THE A.P.T.U.C. ARE N O T EX-OFFICIO DELEGATES TO THE CONFERENCE.)

Com. Dange and Com. Indrajit Gupta have been invited to inaugurate the Conference and address the Open Session.

All the Trade Unions - I.N.T.U.C., H.M.S., H.M.P., INDEPENDENT ORGANISATIONS, AND ALSO THE TRADE UNIONS OF CENTRAL AND STATE GOVERNMENT EMPLOYEES, BANKS AND INSURANCE - are being invited to send their fraternal delegates or observers to participate in our Conference.

Soliciting your full co-operation to make the Conference a tremendous success,

With Greetings,

Yours fraternally,

9th March 1966.
100, Jawaharnagar,
Hyderabad-20, A.P.

(N. Satyanarayan Reddy)
General Secretary.

*- ORGANISE UNITED DEMONSTRATIONS AND RALLIES ON 28th MARCH '66.

** - INVITE OBSERVERS FROM INDEPENDENT UNIONS AND THE UNIONS AFFILIATED TO OTHER CENTRES IN YOUR AREA TO PARTICIPATE IN OUR CONFERENCE.

*** - SEND MAXIMUM NUMBER OF DELEGATES TO THE CONFERENCE.

**** - FORWARD TO THE CONFERENCE OF THE PREMIERE AND THE MILITANT TRADE UNION ORGANISATION OF THE WORKING CLASS IN THE STATE.

Andhra Pradesh Trade Union Congress

(A. I. T. U. C.)

HYDERABAD,

Date 1. 5. 65.

of. No. _____

Comrade Satish Lomba.

I am in receipt of your wire. Here the N.G. O's (State) Association is working very well. Previously they conducted one day strike two years back, afterwards they are continuously agitating, by demonstrating, conducting public meetings etc. Now they have again started Campaign. In June they are planning one day strike, by all applying leave on the same day, throughout the State - If an all India organisation, or agitation is decided upon, our state joins it.

There are a few Party members in this front. The exact number, I can not give you now. There is one leading comrade in Karimnagar district. He is the Secretary of the District Branch of the Association. He is a typist in the District Collector's office. He is one of the best organisers of the Association in the State - His name is Com. Somayajulu.

I had a talk with him. He expressed his inability to go to this meeting at Delhi, as his health is ^{however much he would be wanted to attend.} bad. He is a diabetic patient. In the he is taking part in the agitation in the district. & not the details of this comrade be known to others even in the station.

So if you send the decisions of the meeting at your earliest to me, I communicate them to him, and ask him to do the needful in the matter. Our Party shall hereafter maintain contact with them. ~~There is a chair~~

Please note the change in my address. Give ^{it} to ~~the~~ AITUC despatch section also.

ANDHRA PRADESH TRADE UNION CONGRESS

W.C. Notice No. IV-2.

To

ALL THE WORKING COMMITTEE MEMBERS OF A.P.T.U.C.

Dear Comrades,

In accordance with the decisions of the A.P.T.U.C.-Working Committee which met from 7th to 9th July '66 at Hyderabad, we have contacted various mass and political organisations in the state.

On our initiative an informal meeting of the representatives of ten Trade Unions and Associations, having statewide following and Branches was held on 20th and 22nd of this month.

The enclosed proceedings of these meetings are self explanatory.

Kindly take notice that a meeting of the A.P.T.U.C.-Working Committee will be held on Saturday the 10th September '66 at our Office at 10 a.m. to review the present situation besides the following items:

1. To elect 20 representatives to attend the State Convention of Trade Unions and Associations.
To Consider - - - -
2. future course of action, in our state.
3. the letter of the A.P. Council of the Communist Party of India proposing a meeting of all the mass organisations and political parties for jointly organising state-wide action.
4. the organisational matters of the A.P.T.U.C.

Meanwhile, we should take all steps to mobilise all sections of the working people for the state-wide action in pursuance of our decisions.

With greetings,

Yours fraternally,

Encl: one.

24th August, 1966.
100, Jawaharnagar,
Hyderabad-20, A.P.
Telephone: 34559.

Sd/-
(N. Satyanarayan Reddy)
General Secretary

Copy for information to affiliated unions.

PROCEEDINGS - THE MEETINGS OF THE REPRESENTATIVES OF ALL
TRADE UNIONS AND ASSOCIATIONS OF WORKERS AND EMPLOYEES
IN ANDHRA PRADESH - HELD ON 20th AND 22nd AUGUST 1966
AT A.P.T.U.C. OFFICE, HYDERABAD.

The representatives of the below noted trade unions and associations met informally on 20th and 22nd August 1966:

- 1) State Teachers' Union, Andhra Pradesh;
- 2) A.P.N.G.O.'s Association;
- 3) Hyderabad N.G.O.'s Central Union;
- 4) Confederation of Central Government Employees; A.P.:
(The representatives of confederating unions also were present)
- 5) Insurance Corporation Employees' Union;
- 6) Hind Mazdoor Sabha;
- 7) Hind Mazdoor Panchayat;
- * 8) A.P. Bank Employees' Federation; and
- 9) Andhra Pradesh Trade Union Congress.
- 10) E.S.I.C. Staff Union, A.P.

The representatives exchanged views on the present situation. The discussion centred round on the disastrous consequences of devaluation and constant sharp rise in prices. The other issues that came up for discussion are the linking of Dearness Allowance with Cost of Living Index, Revision of wages on the basis of agreed norms, various attempts and proposals to affect wage freeze, amending the Bonus Act, and the trade union and democratic rights.

Srī N. Satyanarayan Reddy, General Secretary of the Andhra Pradesh Trade Union Congress, who convened the meeting initiated the discussions. Srī P. Anjaneyulu (Teachers' Union), Srī A. Sriramulu (A.P.N.G.O.'s Assn.), Srī L. Damodar Rao (Confederation of Central Govt. Employees, A.P.), Srī Y. Krishnamurthy (Insurance Corpn. Employees' Union), Srī Mysiah (H.M.P.), and Srī V.P. Raghavachary, M.L.C. participated in the discussions. Srī Makhdoom Moh'uddin, M.L.C., was in the chair.

It was noted that the Executive of the All-India State Govt. Employees' Federation has already decided to organise one-day absence from duty some time in November.

The National Council of the Confederation of the Central Govt. Employees is meeting some time in the next month to take decision for the future course of action. Meanwhile, the unions that constitute the Confederation are meeting and recommending to the Confederation that it should decide to organise one-day country-wide token strike.

The Executive of the National Federation of P. & T. Employees has already decided to organise one-day token strike.

Against automation the country-wide agitation initiated by the L.I.C. employees is gaining momentum, and all the trade unions are extending support to this agitation.

The E.S.I. employees, who observed throughout the country one-day absence from duty by resorting to mass casual leave have now decided to organise indefinite general strike.

The Rashtriya Sangram Samiti, which met in July '66 has decided to convene a broad based national conference of trade unions on 3rd and 4th of September '66. It should be noted that the A-I.T.U.C., H.M.P., U.T.U.C., All-India Bank Employees' Association, All-India Insurance Employees' Federation, and the Maha Gujerat Janata Parishad are the constituents of the Sangram Samiti at all-India and state levels. Srī Deven Sen, President of the Hind Mazdoor Sabha, attended for the first time the July meeting of the Sangram Samiti. These Organisations are mobilising the working people for a country-wide action.

The representatives also noted the persistent agitation in Andhra Pradesh of N.G.O.'s, Teachers, and other sections of Government employees including those working in State Government industrial undertakings.

It was also noted that the A.P.T.U.C. has decided to organise a state-wide one-day token strike sometime in September - October, while a section of the State I.N.T.U.C. leadership has announced to organise one-day strike on 13th September.

All the sections of trade unions in Hyderabad city are also preparing for one-day direct action some time in October.

The representatives, therefore, felt it desirable to propose to their respective national organisations for developing country-wide co-ordinated actions on common demands.

The representatives have also decided to take the following steps:

" It was decided to hold on Sunday the 11th September, 1966 at 10 a.m. in Hyderabad a Joint Convention of all Unions and Associations of workers and employees. In the meantime, the representatives will consult and ascertain from their respective organisations their views on the following issues so that concrete decisions could be taken at the Convention:

" It was generally agreed that a co-ordinated movement of all employees and workers of the state on common problems of prices, wages, and trade unions' rights was necessary. It was also agreed that non-conflicting demands of a general nature of the participating organisations can be incorporated in the Charter of Demands. The latter half of October was generally agreed to be the most opportune time for observing the co-ordinated programme. Consensus of opinion among the representatives present was in favour of a co-ordinated action in the form of a day's token strike some time in October; but it was felt that the participating Organisations should be free to suggest any other form of action and depending upon various other factors. Whatever be the form of action, it was felt that Action should be effectively co-ordinated.

" It was also agreed to constitute a Co-ordinating Committee to organise effectively the co-ordinated action comprising of one representative from each organisation. "

The representatives who met again on 22nd August '66 evening were of the view that all sections of the working people in the state should be mobilised on the following immediate demands :

1. Introduce state trading in foodgrains; fix the fair price of food grains for the producers and for the consumers, and also fix the prices of all essential consumer goods and ensure equitable distribution on no-profit basis.
2. Introduce cheap grain shops providing foodgrains and various items of daily use on prices pegged as on date.
3. Immediate rise in wages equal to 25% of the present wages to offset the sharp rise in prices after devaluation.
4. a) Link Dearness Allowance with the Price Index providing full neutralisation;
 b) Introduce D.A. where it does not exist, specially in establishments, employments and factories covered by the Minimum Wages Act;
 c) Publish Index Enquiry Committee Report.

5. Revise wages in terms of need-based-wage-norms, and give up all proposals of wage-freeze, directly or indirectly.
6. Nationalise all Banks, and Import & Export trade.
7. State Pay Commission to submit its Report on Pay Scales and Allowances immediately, and in any case not later than the end of September, 1966.
8. Revise the Bonus Act providing for bonus to all workers wherever they may be employed, and raising the allocable surplus to 75% instead of 60% and to 80% instead of 66% as the case may be.
9. Stop automation in L.I.C., Petroleum Companies, and Government offices.
10. Implement immediately the recommendations of the National Education Commission.
11. Stop retrenchment of teachers, employees and workers, as also Lay-offs and closures.
12. Reclassify cities and towns and raise Hyderabad into 'A' class city.
13. Recognise trade unions on the basis of secret ballot of the workers of an enterprise/industry, and full protection of democratic rights.
14. Publish A.P. Contract Labour Abolition Committee Report.
15. Implement the recommendations of the E.S.I. Review Committee.

* * * * *

STATE CONVENTION OF ALL TRADE UNIONS AND ASSOCIATIONS.

In pursuance of above decision, the state convention of all trade unions and Associations will be held on Sunday the 11th September 1966 at 10 a.m. at Hyderabad. The exact place of the convention will be notified later on.

All the State Trade Unions and Associations shall be represented at the Convention by not more than 20 representatives by each participating organisation.

Kindly take necessary decisions in this regard and keep us informed.

With greetings,

Yours fraternally,

Sd/-

(N. Satyanarayan Reddy)
General Secretary,
A.P.T.U.C.

Dated 24th August, 1966.
100, Jawaharnagar,
Hyderabad-20, A.P.
Telephone : 34559.

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PROCEEDINGS - THE CONVENTION OF
ALL STATE TRADE UNION ORGANISATIONS AND ASSOCIATIONS
HELD ON SUNDAY, 11-9-1966
AT BURUGU MAHADEV HALL, SEC'BAD.

- - * - -

240 delegates representing over one million organised workers and employees of Public and Private Sector Industries and Central and State Government Services including Government and private School teachers, who met in a Convention of All Trade Union Organisations and Associations in the State on Sunday the 11th September, 1966 at Burugu Mahadev Hall, Secunderabad, called upon all sections of employees and working people to wage powerful united battles for their common minimum demands and to secure the reversal of the present anti-people policies of the Government. The Convention came to the conclusion that a statewide direct action in the form of one-day token strike or absence from duty in the month of October as a concerted effort to compel the Government and the employers to accept the demands has become inevitable.

Sri Makhdoom Mohiuddin, M.L.C., Vice President of the All-India Trade Union Congress, who is also President of the A.P.S.R.T.C. Employees' Union, presided over the Convention.

Initiating the discussions on the present situation and introducing the main resolution, Sri N. Satyanarayan Reddy, General Secretary of the Andhra Pradesh Trade Union Congress said that the Government's policies and practices are responsible for ever deteriorating living conditions as a result of unabated steep rise in the prices of all essential commodities. Misery for the people and unimaginable profits for a few and monopolies are the results stemming from the anti-people and pro-monopoly policies pursued by the Government.

He further said that the working people of the country, learning from their own experiences of the various struggles waged by them on a Union or industry-wise basis, have come to the inescapable conclusion to develop allout and united battles of all workers and employees and toiling people. The struggles are now taking shape of general strikes and Hartals in towns and states and assuming shape of "Bandhs".

The Central and State Governments instead of taking much needed prompt steps to solve the problems confronting the working people and wage-earners by reversing their reactionary policies have been adopting repressive measures of arrests, lathi-charge, firings, enactment of Security Act, etc. Such steps can neither break the morale or the fighting capacity of the organised people, nor undermine their unity to wage more widest possible struggles, he said.

Following is the full text of the Resolution which the Convention adopted unanimously on the future course of action:-

R E S O L U T I O N .

Taking into account - - -

1. the acute hardships caused to the working people, constituting the Fixed Income Group in the social set-up, as a direct result of the continued and unabated steep rise in prices;
2. the deleterious effects on the fragile economy of workers and employees, of the-unprecedented spurt in prices; and -
3. the passive inaction of the Government and employers in affording due and adequate compensation to protect the real incomes; and

in view of the fact that sections of employees and workers have already been agitating on a Union, Association, or Industry-wise basis for securing solutions to demands which are common to all workers and employees,

THIS CONVENTION of workers and employees represented by their accredited Organisations, viz., Andhra Pradesh Trade Union Congress, Hind Mazdoor Panchayat, Hind Mazdoor Sabha, A.P.N.G.O.'s Association, Telangana N.G.O.'s Central Union, Confederation of Central Government Employees in A.P., A.P. Government Class IV Employees' Central Association, State Teachers' Union, A.P., A.P. Bank Employees' Federation, Insurance Corporation Employees' Union, E.S.I. Staff Union-A.P. Region, and A.P. Medical Colleges Employees' Association, is of the firm opinion that a systematic mobilisation of all workers and employees to fight for their common demands and to secure the reversal of the present anti-people policies of the Government has become a vital necessity and that a State-wide united struggle is inevitable. This Convention therefore resolves to put up planned and co-ordinated united effort to achieve the following minimum demands :

1. Introduce state trading in foodgrains; fix the fair price of food grains for the producers and for the consumers, and also fix the prices of all essential consumer goods and ensure equitable distribution on no-profit basis.
2. Introduce cheap grain shops providing foodgrains and various items of daily use on prices pegged as on date.
3. Immediate rise in wages equal to 25% of the present wages to offset the sharp rise in prices after devaluation.
4. a) Link Dearness Allowance with the Consumer Price Index providing full neutralisation;
b) Introduce D.A. where it does not exist, specially in establishments, employments and factories covered by the Minimum Wages Act.
c) Publish Index Enquiry Committee Report.
5. Revise wages in terms of need-based wage norms, and give up all proposals of wage-freeze, directly or indirectly.
6. Nationalise all Banks, Oil industry, and Import & Export trade.
7. State Pay Commission to submit its Report on Pay Scales and Allowances immediately, and in any case not later than the end of September, 1966.
8. Revise the Bonus Act providing for bonus to all workers wherever they may be employed, and raising the allocable surplus to 75% instead of 60% and to 80% instead of 66% as the case may be.
9. Stop Automation in L.I.C., Petroleum Companies, and Government Offices.
10. Implement immediately the recommendations of the National Education Commission with the modifications suggested by the Teachers' Organisations.
11. Stop retrenchment of teachers, employees and workers, as also lay-offs and-closures.
12. Reclassify cities and towns and raise Hyderabad into 'A' class city.
13. Recognise trade unions on the basis of secret ballot of the workers of an enterprise/industry, and full protection of democratic and trade union rights.
14. Publish A.P. Contract Labour Abolition Committee Report.
15. Implement the recommendations of the E.S.I. Review Committee.
16. Gratuity Scheme should be introduced in all industries at the rate of one month's-wages including D.A. for every year of service.
17. Wage Boards and Minimum Wage Committees to evolve wage structure on the basis of need-based wage norm and should submit their recommendations immediately.

18. Withdraw Education and-Health from Panchayat Raj.
19. Enactment of an Education Bill for the State.
20. Permanency of all work-charged, N.M.R., and contingency staff in the state.

To direct the efforts for the achievement of the minimum demands, this Convention resolves to constitute with immediate effect a Co-ordination Committee consisting of 3 accredited representatives from each participating Organisation to be in direct charge of the movement right from now. The Co-ordination Committee will have Convenors who will mutually assist each other in the day-to-day work connected with the movement.

The Trade Union Organisations of Workers and the Associations and Unions of Employees participating in this Convention hereby declare their intention to organise State-wide programmes in the form of Demonstrations, Rallies, Demands Day Programmes, etc., in the last week of September or early in October, as a preliminary step to attract the attention of the Government and the Employers to the gravity of the problems confronting the employees and the workers, to be further followed up, if necessary, by direct action in the form of one-day token strike towards the end of October.

This Convention hereby authorises the Co-ordination Committee to decide upon the exact dates for the united Programmes in the coming months, and also to take all such actions as may become necessary from time to time in pursuance of the common objective underlying this Convention, viz., co-ordinated and united efforts of workers and employees for the achievement of their modest minimum demands."

- - - - -

The spokesmen of various participating Organisations, including Sri D. Satyanarayan Rao of State Teachers' Union, Sri P. Satyanarayana of A.P. N.G.O.'s Association, Sri C. Suryanarayana of Confederation of Central Government Employees in A.P., Sri K.R. Amos of Telangana N.G.O.'s Central Union, Sri V. Bhadrach of A.P. Govt. Class IV Employees' Central Association, Sri B.V. Raghavulu of A.P. Bank Employees' Federation, Sri Y. Krishnamurthy of Insurance Corporation Employees' Union, Sri N. Narsimha Reddy of Hind Mazdoor Panchayat, Sri M. Habeebulla of A.P. Medical Colleges Employees' Association, Sri K.L. Narasimham, M.L.C., of A.P.T.U.C., and Sri K.R. Menon of E.S.I. Staff Union-A.P. Region, participated in the discussions on the main Resolution and addressed the Convention. All of them extended unstinted support on behalf of their respective organisation to the Resolution. It was noted that holding of such a momentous convention is of utmost importance, as never before the representatives of such a large sections of organised working people had come together for waging determined united battles in defence of their rights and for securing their common demands. They appealed to all the sections of the working people to respond to the call of the Convention by participating in its Programme of Actions.

The Convention set up a Co-ordination Committee consisting of 36 members to direct the efforts for the achievement of minimum demands and to take direct charge of the movements and struggles. The Committee consists of the following members:-

- | | |
|--------------------------|--|
| A.P.T.U.C. | Sarvashri:
.. Makhdoom Mohiuddin, M.L.C.
K.L. Narasimham, M.L.C.
N. Satyanarayan Reddy. |
| H. M. P. | .. M. Sambamurthy.
Seethal Singh Lashkari.
N. Narsimha Reddy. |
| A.P.N.G.O.'s Association | .. A. Sriramulu.
P. Satyanarayana.
Rajagopala Rao. |

Sarvashri:

- A.P. Bank Employees' Federation .. A. Sundar Rao.
B.V. Raghavulu.
G.G.K. Murthy.
- A.P. Govt. Class IV Employees Central Association .. V. Bhadrach.
Md. Ismail.
B. Vodaiah.
- State Teachers' Union, A.P. .. D. Satyanarayana Rao:
P. Anjageyulu.
K. Ramachandra Reddy.
- Confederation of Central Govt. Employees in A.P. .. K.P. Swamy.
M. Subba Rao.
L. Damodar Rao.
- E.S.I. Staff Union-A.P. Region .. K.R. Menon.
N. Subramaniam.
M. Satyanarayana Suri.
- Insurance Corpn. Employees' Union .. Y. Krishna Murthy.
K.S.R. Murthy.
D.R.K. Reddy.
- Telangana N.G.O.'s Central Union .. K.R. Amos.
S.L.N. Chary.
N. Nagendra Rao.
- H. M.S. .. S.B. Giri.
M. Govindachary.
(one to be included)
- A.P. Medical Colleges Employees Association .. M. Habibullah.
M. T. Kifayat Ali.
M.M. Baig.

Sri N. Satyanarayan Reddy has been authorised to convene the 1st meeting of this Committee.

The following Resolutions were also unanimously adopted by the Convention:

1. This Convention expresses its grave concern at the famine conditions prevailing in Rayalseema area, Nalgonda and Mahboobnagar districts of Telangana areas. There are already reports of starvation deaths and people are living on leaves and roots. This convention urges that the Government should immediately declare Rayalseema area and Nalgonda and Mahboobnagar districts of Telangana Area as famine areas and start relief works, provide free meals to the needy and open cheap grain shops in those areas.
2. This Convention of all Trade Unions and Associations of Andhra Pradesh demands the location of the Fifth Steel Plan at Visakhapatnam in deference to the wishes of the people of Andhra Pradesh which is in accordance with the recommendations of the experts on the matter.
3. This convention condemns the repression let loose on the struggles of people, workers and employees of the various states and demands the withdrawal of the Black Ordinance promulgated in U.P. banning all agitations in that state and also demands immediate release of all those arrested in connection with the just agitations.
4. This Convention of the representatives of all trade unions, teachers and State employees of Andhra Pradesh wholeheartedly supports the demands of the employees, teachers and workers of West Bengal who are in the thick of their struggle and urges upon the Govt. of West Bengal to concede their demands.

8 - - - - - TO ALL THE MEMBERS OF THE CO-ORDINATION COMMITTEE.

All the members of the Co-ordination Committee are hereby requested to attend the First meeting of the Co-ordination Committee on Friday the 16th September 1966 at 6.00 P.M. at 100- Jawaharnagar (Chikkadpally), Hyderabad.

Dated 12th September, 1966.

N. Satyanarayan Reddy.

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ANDHRA PRADESH TRADE UNION CONGRESS.

CIRCULAR No. IV-3.
dated 13th September, 1966.

Phone: 34559.
100, Jawaharnagar,
Hyderabad-20, A.P.

To
ALL THE A.P.T.U.C. WORKING COMMITTEE MEMBERS &
ALL THE AFFILIATED UNIONS.

A.P.T.U.C.
Received 4321 21/9/66

The working committee of the A.P.T.U.C. met on 10th September, 1966 under the Presidentship of Com. K.L. Narasimham, M.L.C., President of A.P.T.U.C.

ON ALL STATE TRADE UNIONS CONVENTION.

Com. N. Satyanarayan Reddy, General Secretary of A.P.T.U.C., appraised the members with the various steps taken by A.P.T.U.C. in pursuance of the decisions of the last working committee meeting for convening a Statewide Convention of All State Trade Union Organisations and Associations.

The Working Committee fully endorsed the decisions of the meetings on 20th and 22nd August '66 of the representatives of various State Trade Union Organisations and Associations who had decided to convene a Convention of all statewide Trade Union Organisations and Associations on 11th Sept. '66.

The A.P.T.U.C. nominated 20 of its representatives to participate in the Convention.

ON ALL PARTY MEETING:

The Working Committee also authorised 4 of its representatives to attend the all-Party and Mass Organisations Convention which is being held on 15th Sept. 1966 to consider various proposals to mobilise all sections of people against the anti-people policies of the Government and to organise statewide action.

ON REPRESSION:

The A.P.T.U.C. Working Committee strongly condemned the Government's repressive measures of arrests, lathi-charge, firings, enacting Security Act, etc., to suppress the just struggles of the people. The A.P.T.U.C. warned the Government that repressive measures can never break the morale of the people fighting for their just demands.

ON CAMPAIGN :

The working committee decided that all the affiliated unions should immediately initiate campaign on the basis of Charter of Demands adopted at the Convention of All State Trade Union Organisations and Associations, by holding Rallies and Conventions to prepare for One-day General Strike in October '66.

PUBLIC CENSURE MOTION AGAINST COM. V. HANUMANTH RAO.

This Working Committee of the A.P.T.U.C. has carefully considered the Terms of Agreement reached between the R.T.C. management and the A.P.S.R.T.C. Employees' Union. The A.P.T.U.C. congratulates the Central Committee of the A.P.S.R.T.C. Employees' Union, which conducted a series of agitations and One-day glorious strike, and was successful in securing major gains for the R.T.C. workers, including Ex-gratia Bonus on a permanent basis, enhancement in Dearness Allowance, and a commitment by the Corporation to revise the Wages, D.A. linked with Cost of Living Index, other allowances, besides extension of educational facilities to the children of R.T.C. employees and the application of the benefits of Motor Transport Workers' Act with effect from 1st January 1967, in consultation and on agreement with the Union.

The A.P.T.U.C. congratulates the workers of R.T.C., who magnificently responded to the calls of their Union, and by waging heroic struggle compelled the unwilling management to reach a satisfactory settlement with the Union.

The Working Committee of the A.P.T.U.C. carefully considered the Article written by Com. V. Hanumanth Rao, Treasurer of A.P.T.U.C., for "JANASHAKTI", undermining the achievements and the leadership of the Union. The A.P.T.U.C. is of the view that this Article is slanderous in nature and disruptive in

character. The language of this article is thoroughly abusive. Such irresponsible and indecent writings will only help the enemies of the working class and disruptors. It is unbecoming of Com. Hanumanth Rao to get such an article published against an affiliated Union and its leadership, and negates the discipline and organisational forms of the working-class.

After dispassionate discussions, the A.P.T.U.C. hereby decides to publicly censure Com. V. Hanumanth Rao, and appeals to all sections of R.T.C. employees to treat this article as a slanderous attack against their trusted and accredited leadership.

The A.P.T.U.C. is confident that the trade unionists and the working class will not fall prey to such misleading writings.

COMPULSORY LEVY:

The Working Committee has decided that every affiliated Union should pay a Compulsory Levy every year to A.P.T.U.C. apart from the Affiliation Fees to A.P.T.U.C. on the following basis :

Unions with 100 or less members	..	Rs. 5
Unions with 101 to 200 members	..	Rs.10
Unions with 201 to 500 members	..	Rs.15
Unions with 501 to 750 members	..	Rs.20
Unions with 751 to 1000 members	..	Rs.25
- - Beyond 1000 members at the rate of 2 Paise per member.		

All the affiliated Unions have to remit this amount as early as possible, preferably before the end of this month.

DONATIONS :

In the last working committee meeting it was agreed that the following Comrades will send donations mentioned against their names to A.P.T.U.C. These amounts were to be remitted before the end of July, 1968 :

Com. A.V.Ramaniah, Rajahmundry	..	Rs. 50.00	
Com.M.V.Bhadram(Visakhapatnam Port & Harbour Workers' Union)	..	Rs.100.00	- Rs.50 paid already.
Com.M.V.N.Kaparde, Tadepallegudem	..	Rs. 50.00	
Com.P.Ramakotiah, (Nellore Dt. Motor Labour Union)	..	Rs.100.00	- Rs.50 paid already.
Com.K.Malliah Lingam, Guntur.	..	Rs.300.00	
Com.N.V.Krishniah, Nellore	..	Rs. 50.00	
Com.T.P.Krishnan Nair, Hyd.Hotel Kangar Union	..	Rs. 15.00	
Com.V.Gangadhar Rao, Hemalatha Textiles Workers' Union.	..	Rs. 50.00	
Com.K.L.Mahendra, Hyderabad.	..	Rs. 50.00	
Com.S.V.Subbaraju, Andhra Cement Co.E.Union.	..	Rs.150.00	
Com.V.Narayanmurthy, Deccan S&L Workers' Union.	..	Rs. 60.00	
Com.M.A.Razack, Praga & Industrial Area Unions	..	Rs.100.00	- Fully paid.
Com.M.Komariah, Singareni Collieries W.Union.	..	Rs.300.00	- Fully paid.
Com.K.L.Narasimham, Hyderabad.	..	Rs. 50.00	
Com.P.Laxmi Das, Nalgonda	..	Rs. 10.00	- Fully paid.
Com.A.Ramulu, A.P.S.R.T.C.E.Union	..	Rs.100.00	- Fully paid.
Com.J.Satyanarayana	..	Rs. 10.00	
Com.V.Hanumanth Rao	..	Rs. 10.00	

The working committee is firmly of the opinion that all the Comrades should send the agreed donations positively before the end of this month.

THE RESPONSIBILITIES OF THE APTUC WORKING COMMITTEE MEMBERS:

The working committee has decided that all the working committee members should take positive initiative to organise campaign in their respective areas by getting Rallies and Conventions organised on the basis of the decisions of the Convention of State T.U.Organisations, and also regularly send the reports to the APTUC office. They should also see that the affiliated unions in their respective areas remit the compulsory levy to APTUC.

With greetings,

Encl: Proceedings of the Convention of All state T.U.Organisations and Associations.

N.Satyanarayan Reddy,
General Secretary.

14. Publish A.P. Contract Labour Abolition Committee Report.
15. Implement the recommendations of the E.S.I. Review Committee.
16. Gratuity Scheme should be introduced in all industries at the rate of one month's wages including D.A. for every year of service.
17. Wage Boards and Minimum Wage Committees to evolve wage structure on the basis of need based wage norm and should submit their recommendations immediately.
18. Withdraw Education and Health from Panchayat Raj.
19. Enactment of an Education Bill for the State.
20. Permanency of all work-charged, N.M.R., and contingency staff in the state.

Having laid down the demands, the convention considered the organisational programme to be launched upon for securing them. The Convention chalked out a phased programme of action which would culminate in a day's stoppage of work, if necessary. To start with Rallies, Conventions and Demonstrations throughout the State will be organised and these will be quickly followed up by more effective programmes depending on developments.

A Co-ordination Committee consisting of three representatives from each participating organisation has been set up. This Committee will be the agency to organise, direct and control the entire movement. Sri N. Satyanarayana Reddy and Sri D. Satyanarayana Rao have been chosen as the Convenors of the Committee. The Co-ordination Committee has decided that the first week of October, 1966, i.e. from 1st to 7th October, 1966, should be observed as a "Protest Week" jointly by all the units of the participating Organisations. During the week, mass rallies, conventions, meetings and demonstrations, wherever possible and convenient, should be held at all levels - State Capital, District Towns, Taluks and Blocks, under the joint auspices of the Organisations constituting the Co-ordination Committee. A resolution declaring the determination of employees and workers to resort to a day's stoppage of work, if necessary, should also be adopted and sent to the Chief Minister of Andhra Pradesh, the Prime Minister of India, the Union Home and Finance Ministers, besides other employers wherever necessary with a copy to the Convener of the State Co-ordination Committee. The Protest Week programme should be conducted in the most dignified and determined manner, so that it should be a landmark in the history of the Trade Union Movement in the country, since this is the nucleus for a mighty struggle, which is ahead. For the sake of uniformity, a draft resolution is furnished herewith which may be utilised at all places in the State during the Protest Day Meetings.

For an effective implementation of these united programmes, it is essential that, on the model of the State Co-ordination Committee similar bodies should immediately be set up in all the District Headquarters places to direct the programme, throughout the District. The bodies at the District level should comprise of accredited representatives of the local units of all the participating organisations, and a Convener from amongst them may also be chosen. This being a common endeavour of all working people, utmost mutual Co-operation and assistance as between all the Organisations at all places should be ensured.

We most earnestly appeal to employees and workers throughout the State - to whichever Organisation they might be affiliated, to whichever Department of Government they might belong - to rally round and demonstrate the unity, strength and solidarity of the working people. This alone can bring us the protection we need.

N. Satyanarayan Reddy.
(A.P.T.U.C.)

Sd/- M. Sanbanurthy.
(H.M.P.)

Sd/- P. Satyanarayana
(A.P.N.G.Os' Association)

Sd/- A. Sundara Rao.
(A.P. Bank Employees Federation)

Sd/- V. Bhadrach.
(A.P. Class IV Employees
Central Association)

Sd/- D. Satyanarayana Rao.
(State Teachers' Union - A.P.)

Sd/-
(Confederation of Central Govt.
Employees in Andhra Pradesh)

Sd/-
(E.S.I.C. Staff Union - A.P.)

Sd/- Y. Krishna Murthy.
(Insurance Corporation Employees'
Union)

Sd/- K.R. Anos.
(Telanga N.G.Os' Central Union)

Sd/-
(A.P. Secretariat Association)

Sd/-
(A.P. Medical Colleges Employees
Association)

Sd/-
(Telangana Aided and Private
School Teachers' Guild)

Sd/-
(A.P. Teachers' Union)

Sd/-
(A.P. Elementary School Teachers'
Federation)

.....

CO-ORDINATION COMMITTEE OF EMPLOYEES' & WORKERS ORGANISATIONS,
ANDHRA PRADESH.

Telephone: 36053.

3-6-561/1, Himayatnagar,
Hyderabad, Dt. 21-9-1966.

JOINT CIRCULAR.

The phenomenal rise in prices over the past three months has caused untold misery and suffering to the millions of the common people and more particularly the fixed income group. Government employees, teachers, industrial workers and scores of others employed in local bodies and public sector institutions belong to this group. Besides the painful phenomenon of prices, the employees and workers are faced with numerous other problems vitally affecting their work and living conditions.

The Unions and Associations of these working people have been making ceaseless efforts to secure satisfactory solutions. Struggles are organised and issues are fought by the Unions independently and in quite a few cases they have brought commendable results. But the common problems, which are indeed formidable, are not securing solutions as a result of these struggles. It is obvious that a concerted effort by all Unions is the only way by which lasting solutions to common problems could be found. In fact, there has been a growing awareness among all Unions of the need for united action.

It was in this back-ground that the idea to co-ordinate the activities of all the Organisations of Employees and workers took an inspiring start; informal consultations and discussions between representatives of various Trade Union Organisations and Employees Unions were held, and they happily culminated in a State-wide Convention on 11th September, 1966. The following twelve Organisations participated in the Convention:

- 1) Andhra Pradesh Trade Union Congress-(A.P.T.U.C.).
- 2) Hindu Mazudor Panchayat-(H.M.P.).
- 3) Andhra Pradesh Non-Gazetted Officers' Association.
- 4) Andhra Pradesh Bank Employees' Federation.
- 5) Andhra Pradesh Government Class IV Employees' Central Association.
- 6) State Teachers' Union, Andhra Pradesh.
- 7) Confederation of Central Government Employees in Andhra Pradesh.
- 8) Employees State Insurance Staff Union - Andhra Pradesh Region.
- 9) Insurance Corporation Employees' Union.
- 10) Telangana Non-Gazetted Officers' Central Union.
- 11) H.M.S.
- 12) Andhra Pradesh Medical Colleges Employees' Association.

In addition to the above, the following Unions have ~~been~~ come forward to join the ~~struggle~~ struggle:-

- 1) Andhra Pradesh Secretariat Association.
- 2) Telangana Aided and Private Schools' Teachers Guild.
- 3) Andhra Pradesh Elementary Teachers' Federation.
- 4) Andhra Pradesh Teachers' Union.

The Convention has drawn up a charter of demands. The charter reflects the needs, hopes and aspirations of the million workers and employees of the State. The demands are the barest minimum needs of the various sections of the working people and they are backed up by the organised strength of the million members of the 12 Unions and Associations which participated in the convention. The following is the 20 point charter:

1. Introduce state trading in food grains; fix the fair price of food grains for the producers and for the consumers, and also fix the prices of all essential consumer goods and ensure equitable distribution on no-profit basis.
2. Introduce cheap grain shops providing food grains and various items of daily use on prices pegged as on date.
3. Immediate rise in wages equal to 25% of the present wages to offset the sharp rise in prices after devaluation.
4. a) Link Dearness Allowance with the Consumer Price index providing full neutralisation;
b) Introduce D.A. where it does not exist, specially in establishments, employments and factories covered by the Minimum Wages Act.
c) Publish Index Enquiry Committee Report.
5. Revise wages in terms of need-based-wage-norms, and give up all proposals of wage-freeze, directly or indirectly.
6. Nationalise all Banks, Oil industry, and Import and Export Trade.
7. State Pay Commission to submit its Report on Pay Scales and Allowances immediately, and in any case not later than the end of September, 1966.
8. Revise the Bonus Act providing for bonus to all workers wherever they may be employed, and raising the allocable surplus to 75% instead of 60% and to 80% instead of 66% as the case may be.
9. Stop Automation in L.I.C., Petroleum Companies, and Government Offices.
10. Implement immediately the recommendations of the National Education Commission with the modifications suggested by the Teachers' Organisations.
11. Stop retrenchment of teachers, employees and workers, as also lay-offs and closures.
12. Reclassify cities and towns and raise Hyderabad into 'A' Class city
13. Recognise trade unions on the basis of secret ballot of the workers of an enterprise/industry, and full protection of democratic and trade union rights.

Recd. 125

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A.P.T.U.C.
27/9/66

FOR FAVOUR OF PUBLICATION: HYDERABAD, 22nd September, 1966.

Over one million employees and workers belonging to all the Private and Public Sector industries and State and Central Government Services together with Municipal and workers covered by the Minimum Wages Act will be observing "PROTEST WEEK" from October 1st to 7th, throughout the state.

Disclosing this to the press, Sri N. Satyanarayan Reddy, Convenor of the All-Trade Unions and Associations State Co-ordination Committee, said that the Co-ordination Committee, which was set up by 15 State Trade Union Organisations has taken this decision as a preparatory step for one-day statewide general strike towards the end of October. The main object of the observance of this week is to mobilise all sections of the working people against the ever-deteriorating food position, unabated soaring prices, continued fall in the real wages, and the anti-people policies pursued by the Government, he said.

Sri Reddy, who is the General Secretary of the Andhra Pradesh Trade Union Congress and also the Chairman of the Confederation of Central Government Employees in Andhra Pradesh, further said that during this week the Central Government employees throughout the country will observe one-day pay strike on 1st October demanding the immediate increase in Dearness Allowance to compensate the abnormal price rise. They will receive pay on 3rd October, the 2nd October being Gandhi Jayanti holiday. The employees of the State Road Transport Corporation have also taken a similar decision.

He added that all the 170 affiliated unions of A.P.T.U.C. will serve strike notices to their respective managements and authorities to commence strike on 24th October or any day thereafter in support of the Charter of Demands formulated by the All Trade Unions Convention held on September 11th, 1966 at Hyderabad, and to secure the demands for which each trade union is agitating.

The main feature of this Protest Week, Sri Reddy said, is to mobilise all sections of working people in support of the Charter of Demands by holding Joint Mass Rallies, Demonstrations and Conventions in all the towns and industrial centres of the state.

Immediately after the conclusion of the Protest Week, All State Trade Unions and Associations - Co-ordination Committee will meet to review the situation and decide the future course of action, he added.

Meanwhile, Sri Reddy said, the A.P.T.U.C. and the H.M.P. have decided to become the Co-convenors for holding All-Party and Mass Organisations State Convention on 26th of this month.

In conclusion he said that it is for the Government now to take immediate steps to solve the crucial problems confronting all sections of working people. Should the Government continue to exhibit its policy of callous indifference towards the people and their problems, we are determined to struggle in every possible way to secure solutions.